



Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

POST-LEAVE HEALTH CHECKS NOT ALWAYS REQUIRED

On 6th March 2024, at the request of Dziennik Gazeta Prawna, the Chief Labour Inspectorate (GIP) clarified the rules for mandatory occupational health check-ups and confirmed the Ministry of Family's stance on when to update information on employment conditions for absent workers. The new guidance states that employees returning from consecutive sick leave only require a follow-up medical examination if the total leave period is at least 31 consecutive days.

ZUS REQUESTS REPAYMENT OF PANDEMIC RELIEF FUNDS

The legitimacy of pandemic support usage is being challenged by some ZUS (Social Insurance Institution) offices. The issue concerns companies delaying social security contributions while taking advantage of ZUS approval for the support program. If your company received pandemic aid from WUP (Province Labor Office) in the form of deferred social security contributions, you may be subject to a repayment request from ZUS. This position seems to be supported by the Ministry of Family, Labour and Social Policy, along with some WUP offices. However, the practice appears inconsistent across different ZUS offices, raising concerns about fairness.

DIRECTIVE ON PLATFORM WORKERS ADOPTED

At its recent meeting in Brussels, the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) passed a directive aimed at improving working conditions for those employed through online platforms. This initiative could impact nearly 30 million EU workers in this sector. The Polish Ministry of Labour has confirmed that it will immediately begin work on implementing the directive into national law.

HOUSEHOLD INFLATION ALLOWANCE REDUCED

The government has adjusted the inflation allowance, a non-refundable benefit introduced in 2022 to help households cope with rising prices. To qualify for this benefit, individuals must apply and demonstrate compliance with specific income criteria. The maximum monthly income threshold is PLN 2,100 per person for single-member households and PLN 1,500 per person for households with multiple members. If a household's income surpasses these limits, they may still qualify for a partial benefit. This partial amount is calculated as the difference between the full allowance and the amount by which their average monthly income exceeds the limit. However, this year, the benefit amount has been significantly reduced compared to previous years. The application window for the allowance is open from 1st January to 30th April.

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner, and **Oskar Kwiatkowski**, trainee attorney-at-law, lawyer.

UPCOMING EVENTS

- **Webinar: Employer Alert: If your subcontractor employs your workers, social security contributions are on you** - 19 March 2024, 12:00-12:45, online. More: [here](#).
- **On unions with unions: Data protection and confidentiality in union relations** - 20 March 2024, 11:00-11:45, online. More: [here](#).
- **Employer and employee in court: Navigating no-fee lawsuits - employer strategies after legal changes** - 21 March 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: "Just in case" - What employers need to remember in case of accident at work** - 26 March 2024, 11:00-11:45, online. More: [here](#).